

Program Progress Report

Institutional Quality Assurance Program (IQAP) Review

PROGRAM NAME: Peace Studies/Global Peace and Social Justice

Date of Site Visit: November 19 - 20, 2018

Progress Report Prepared by: Dr. Chandrima Chakraborty, Director

**Please outline below how recommendations from the initial program review have been addressed.
[Please fill in one table for each recommendation from the original Final Assessment Report]**

Recommendation: Hiring of “at least 2 full Time Faculty and 2 CLAs” to “increase in the number of full-time faculty to complement the sessional faculty. This would provide continuity and the opportunity for faculty to have a real stake in the program, its existence and survival.”
Responsibility for Implementation: Director of Peace Studies and Dean of Humanities
Anticipated Timeline for Completion: Contingent on resource availability
Additional Notes/Commentary:
Progress (check one) <input type="checkbox"/> Completed X In Progress <input type="checkbox"/> Other (please explain)
Department’s Comments: The Program has hired 1 full-time faculty, the HOPE Chair in Peace and Health, Dr. Ingrid Waldron, and 1 contractually limited faculty, Aytak Akbari Dibavar to teach introductory and advanced courses in the program. Both were hired on July 1, 2021. In 2019-20, 8 Peace Studies courses were taught by sessional instructors and in 2020-21, 7 courses were taught by sessionals. Due to the 2 hires, in 2021-22, the program only hired 2 sessional instructors. Also, the Dean has been proactively assisting with writing in 3-units (or more when possible) of teaching units in Peace Studies into the contracts of new faculty hires in Humanities departments. This has helped substantially to lower the burden of hiring and supporting sessionals teaching for the first time in the program. <i>Although we are thankful to have a newly hired HOPE Chair in peace and health, given that they hold a research chair, it means limited teaching responsibility in the program. As recommended by the IQAP reviewers, we need two full-time Assistant Professors for program growth and long term sustainability. In the short term we hope to continue to mount courses with the support of CLAs and recent faculty hires in the Humanities.</i>
Dean’s Comments: Wilson College/History has also just made a new full-time tenured faculty hire who has teaching commitments in GPSJ. This program is relatively stable, as demonstrated by the fact that very few

sessionals are now needed to deliver program requirements. Given the size of the program, several others in the Faculty have greater teaching needs.

QAC Comments (to be filled in by Quality Assurance Committee):

QAC reviewed this report and had no further comments or concerns.

Recommendation: Resources: "We would suggest a large injection of financial resources is required to develop the program and promote it." "One problem is the Program's overall... lack of resources to develop and promote an identity" (...) "The program suffers dramatically from underinvestment."

Responsibility for Implementation: Director of Peace Studies and Dean of Humanities

Anticipated Timeline for Completion: ongoing

Additional Notes/Commentary: The program received funds from the Dean's Office to hire an RA-in lieu (August 2020-July 2021) who did a study of comparator programs, helped with writing website content, migrating content from legacy McMaster websites, and created program-specific promotional materials to advertise our program.

Progress (check one)

☐ Completed

X In Progress

☐ Other (please explain)

Department's Comments:

The Director with support from the Director of Gender Studies, the MacPherson institute and the RA-in lieu has been revising the program gradually since 2019-2021. The Peace Studies website has been overhauled and completely new content has been added (e.g. mission statement, program objectives, new courses etc.), old legacy websites have been deleted and content from those websites have been painstakingly migrated and incorporated. For example, the Centre for Peace Studies website tab within the GPSJ program website now includes faculty research projects (e.g HOPE Chair in Peace and Health) and annual events (e.g. Gandhi Peace Festival and Gandhi Lecture). Lecture videos and transcripts of past lectures are being slowly moved to the website to demonstrate to interested students the long history and diversity of perspectives on peace and justice. New courses and upcoming events are regularly advertised on the website and circulated pro-actively through the Humanities events calendar and departmental mailing list.

Dean's Comments:

The director has done a lot of good work, as she describes above. The program has a real presence now, and as evidence of this growing identity – students have recently established an active student society with a lively social media presence. We will continue to support this growth.

QAC Comments (to be filled in by Quality Assurance Committee):

See above

Recommendation: Marketing Plan: “The marketing of the program is very poor. We were given a fairly standard brochure, that had relatively little creativity, but there are no apparent plans for how to make Peace Studies more broadly known.”
Responsibility for Implementation: Director of Peace Studies and Dean of Humanities
Anticipated Timeline for Completion: Ongoing
Additional Notes/Commentary:
<p>Progress (check one)</p> <p><input type="checkbox"/> Completed</p> <p>X. In Progress</p> <p><input type="checkbox"/> Other (please explain)</p>
<p>Department’s Comments:</p> <p>For the 2021 GPSJ Program launch, a video was created by HMS staff where the Director explained the rationale for the program name change, associated curricular changes, and shared information about the program’s unique features. The Director also held a virtual open session where they spoke of the program changes followed by a Q and A session with current and interested Peace Studies Program students.</p> <p>We have incorporated the Annual Gandh Peace Festival and the Gandhi Lecture—both seminal community-engaged events---into the Level 1 courses as required event attendance. The Director has been encouraging GPSJ faculty members to incorporate the lecture into their teaching and recommend students to participate in the annual Festival and lecture.</p> <p>Rather than create a bi-annual newsletter as proposed in the follow up post-IQAP review, the program has been submitting events and faculty news (e.g. research projects, grants, awards, knowledge dissemination activities) to the Humanities Friday newsletter.</p> <p>The program also hired an undergrad social media coordinator (February-June 2022) to set up dedicated social media accounts for the program (Twitter and Instagram), which is now being used to regularly post event and course information. The hiring of the student was extremely helpful in introducing current and prospective students to the new program name, curricular changes and new faculty hires. As recommended by IQAP reviewers, the student under the supervision of the program Director designed and created program specific posters, images, infographics, etc targeted to specific audiences (community, other peace studies programs, researchers and students). Since the student’s contract ended, the Director has taken on the role of publicity. A dedicated student RA needs to be hired on a regular basis to manage the publicity of this small, interdisciplinary program so that current and prospective students and other programs/departments on campus are aware of the existence of Peace Studies/GPSJ.</p> <p><i>As noted in the proposed follow up post-IQAP review, the Director will make a request to the Dean of Humanities for funds”</i></p> <ol style="list-style-type: none"> <i>to to hire a dedicated student publicity coordinator for GPSJ who can “design and create dissemination marketing products targeted to specific audiences,</i> <i>to support the participation of Peace Studies faculty in academic fairs and visits to secondary institutions in our catchment area.”</i>

Dean's Comments:

New administrative staff has made a big difference in helping the program stay organized and publicize its events and activities. The Faculty has also expanded its communications and recruitment operations for all programs, including GPSJ. GPSJ receives as much attention as other programs, and its enrolments have strengthened over the last couple years.

QAC Comments (to be filled in by Quality Assurance Committee):

See above

Recommendation: Rebranding: "Rebranding of the program to make it more relevant to needs of students and faculty....to keep up with changing times. Whatever is used needs to reflect the content and curriculum. Students are attracted to programs because of their name etc., but the content must match up."

Responsibility for Implementation: Director of Peace Studies

Anticipated Timeline for Completion:

Additional Notes/Commentary:

Progress (check one)

☒ Completed

☐ In Progress

☐ Other (please explain)

Department's Comments: Based on the IQAP reviewer recommendations, the Director initiated a survey of the students registered in Peace Studies courses in 2019, and held multiple formal and informal meetings with the students and faculty involved in the Peace Studies program. The new program name of GPSJ was suggested by students. Based on the feedback and recommendations received from students for program name and curriculum content, in consultation with the MacPherson Institute, gradual revisions of program course titles and course content was undertaken between 2019-2021. Eventually the name of the program was changed to Global Peace and Social Justice in July 2021, which means all course codes were changed, course descriptions were revised as needed, new courses were added to align with research expertise of new faculty hires (CLA and HOPE Chair), some courses were deleted and the entire calendar copy was rewritten to better reflect the needs and desires of the current student demographic. The courses and name change process was initiated through the Faculty of Humanities Curriculum Committee and course content was updated over the years by adding/deleting/revising courses to fit the needs of the new program and the expertise of the new faculty who are teaching in the program.

Dean's Comments:

As the director notes, this work has been completed. And GPSJ seems on a better track than at the time of the initial review.

QAC Comments (to be filled in by Quality Assurance Committee):

See above

Recommendation: Student Information and Support: "There needs to be a systematic and student-focused look at calendar copy, counseling and course availability for students in the program. Cohort building needs to be approached thoughtfully for this highly motivated group of students. The calendar copy for the experiential course needs a supplementary website giving practical details on how students can arrange a volunteer practicum experience." (...) "It is clear from the students' comments that when they tried to organize certain things they had little support to do so."

Responsibility for Implementation: Director of Peace Studies

Anticipated Timeline for Completion: May 2025

Additional Notes/Commentary:

Progress (check one)

☐ Completed

X In Progress

☐ Other (please explain)

Department's Comments: As already noted the program website and calendar copy have been completely rewritten, old courses deleted, errors/missing information corrected, as needed. A mandatory, new Level 3 Research Methods course for GPSJ program students have been created to help with cohort building. 2 full time faculty members have been assigned to teach this Level 3 course that will be offered every year (recognizing the need to create stronger relationships between fulltime GPSJ faculty and program students). Information on the experiential course has been updated on the program website to allow students to quickly find the information they need. In addition, we now have support from the Student Advisors and the Humanities Career Office to support students interested in this volunteer experience. We have been actively supporting GPSJ students to participate in the Policythons at U of Toronto and the McMaster Model United Nations by paying their registration costs. There are conversations and efforts underway to create a GPSJ Student Society, which will help a great deal in cohort building.

In the proposed follow-up, a plan to appoint a dedicated undergraduate Student Advisor responsible for curricular and careeroriented counselling to Peace Studies students and organising a biweekly Lecture Series was noted. Given that we now have a dedicated Humanities Career and Experience team to support students with curricular and careeroriented counselling, we don't think we need to request the Dean for support for "a dedicated undergraduate Student Advisor." Also, organizing a biweekly Lecture Series does not seem feasible in a post-covid university environment where attendance to inperson events are weak, and, in addition, the program has very few full-time faculty and only two shared full-time staff to take on this onerous task of organizing such a series. If we had a

funds to hire a dedicated RA for the program to support the visiting lecturers, solo and co-sponsored events, then we would be able to better support the event organizers and publicize the events on and off campus. Instead of a bi-weekly series, the GPSJ faculty and students believe a seminal Winter event (lecture/conference/symposium) would be important to consider for program growth, student engagement and publicity .

Dean's Comments:

The program has better admin support than it did at the time of the initial review and our new Careers office in the Faculty also supports this work. The research center connected with GPSJ has also received some additional support (an RA) just this year, who can be deployed to support the Winter event.

QAC Comments (to be filled in by Quality Assurance Committee):

See above

Recommendation: Curricular Matters: "There needs to be program level outcomes that can be matched to learning outcomes across the board for each of the courses in Peace Studies." "Greater emphasis on skills used in the field and how to resolve conflicts and create peaceful outcomes, support peacebuilding etc." (...)

Responsibility for Implementation: Director of Peace Studies

Anticipated Timeline for Completion:

Additional Notes/Commentary:

Progress (check one)

☒ Completed

☐ In Progress

☐ Other (please explain)

Department's Comments: In response to the reviewers' recommendation a thorough curriculum revision was undertaken in 2019-2021 in close conversation with the Director of the Gender Studies program and the MacPherson Institute. The Director has been working with instructors to better align degree Level Expectations (DLE) with Program Learning Outcomes (PLO) and based on faculty and student feedback key strengths of the program have been identified and 4 course areas with courses that fit the identified areas have been listed on the program website and calendar copy to assist students to choose courses in the areas of their interest. The reviewers' recommendation to put emphasis on practical peacebuilding and conflict resolution skills led to the decision to introduce a Level 3 Research Methods course. In conversation with the Dean and with support from the Dean, it has been possible to include GPSJ teaching units in the contracts of new hires in the Faculty of Humanities. Some of these new hires have provided the program with opportunities to deepen its existing areas of strength, while others are providing new opportunities of growth.

In the proposed follow-up, the request to the Dean to hire faculty with teaching and research interest in international security was noted. Given that the program did not rename itself as Peace and Conflict Studies, such a hire is no longer needed.

Dean's Comments:

Agreed.

QAC Comments (to be filled in by Quality Assurance Committee):

See above

Recommendation: Shared Space: "Another problem identified is that there is no shared space for Peace Studies students.... there is no real physical space around which to create an identity."

Responsibility for Implementation: Director of Peace Studies

Anticipated Timeline for Completion:

Additional Notes/Commentary:

Progress (check one)

☒ Completed

☐ In Progress

☐ Other (please explain)

Department's Comments: The Director of Peace Studies worked with the Dean's Office staff to identify a space in Chester New Hall—new location of the Peace Studies program—and a shared lounge for Peace Studies Teaching Assistants, students and faculty have now been created in the second floor of Chester New Hall. With the program office moving to Chester New Hall and located close to the Centre for Human Rights and Restorative Justice, there is better synergy between the program and affiliated students, faculty and staff.

Dean's Comments:

Agreed.

QAC Comments (to be filled in by Quality Assurance Committee):

See above

Recommendation: TAs: “dissatisfaction with having TAs from other departments. The students felt that the TA's marking them had less knowledge of the material. The sessionals found that TA's needed to use their hours of work on developing their knowledge, leaving few hours for actual marking.”
Responsibility for Implementation: Director of Peace Studies
Anticipated Timeline for Completion: Ongoing
Additional Notes/Commentary:
Progress (check one) <input type="checkbox"/> Completed X. In Progress <input type="checkbox"/> Other (please explain)
Department's Comments: In recognition of the unavailability of TAs in the field of peace studies and knowing that Peace Studies does not have a graduate program, the Director of Peace Studies and the Director of Gender Studies worked closely in 2019-2021 to align courses so that graduate students from Gender Studies would be better equipped to teach some of the courses in the Peace Studies program. With the curricular changes implemented to the Peace Studies program in 2021, it seems to have become slightly easier to find TAs from History, English and Cultural Studies and other programs who have expertise in multidisciplinary fields and are able to work as TAs for the program. Given that we will have to continue to rely on TAs from other departments, the Program Director and Academic Manager will continue to work closely together to find TAs, such as those Peace Studies program students who are continuing their graduate program in Humanities and others with expertise in course content (environmental justice, social justice, health equity, disability justice, etc.) to teach in the program.
Dean's Comments: I agree with the Director that our graduate students are becoming more interdisciplinary, which makes it easier for them to serve successfully as TAs in GPSJ.
QAC Comments (to be filled in by Quality Assurance Committee): See above